VMC 222 Moral Issues and Concerns in Contemporary Living
Week 6: Various Models of Moral Issue Resolution

Discussion on Various Models of Moral Issue Resolution
Moral issue resolution is a process of evaluating ethical dilemmas and making decisions based on moral principles, ethical theories, and rational analysis. Different models provide structured approaches to resolving moral issues. Below, we discuss various models, and the general steps involved in analyzing moral issues.

---

1. General Steps in Analyzing Moral Issues
When faced with a moral dilemma, ethical analysis follows a structured approach to ensure logical, fair, and well-reasoned decision-making. The general steps include:

Step 1: Identifying the Moral Issue
- Clearly define the ethical problem or conflict.
- Identify the stakeholders involved and the potential impact on each party.

Step 2: Gathering Relevant Information
- Collect facts about the situation, including laws, cultural norms, and ethical principles.
- Distinguish between subjective opinions and objective data.

Step 3: Evaluating Ethical Theories and Principles
- Apply ethical theories such as Utilitarianism, Deontology, Virtue Ethics, and Social Contract Theory.
- Consider moral principles like justice, autonomy, beneficence, and non-maleficence.

Step 4: Considering Alternative Courses of Action
- Generate multiple possible solutions to the dilemma.
- Weigh the consequences of each option for different stakeholders.

Step 5: Making a Decision and Justifying It
- Choose the most ethical option based on the analysis.
- Provide a rationale for the choice, supported by ethical principles.

Step 6: Implementing the Decision and Evaluating Outcomes
- Put the decision into action and assess its impact.
- Reflect on whether the decision was effective and ethically sound.

---

2. Models of Moral Issue Resolution
Several models have been developed to systematically analyze and resolve ethical dilemmas:

(a) The Utilitarian Model
- Proposed by Jeremy Bentham and John Stuart Mill
- Focuses on maximizing overall happiness and minimizing harm.
- Decision-making is consequence-based (greatest good for the greatest number).

Criticism: Can justify morally questionable acts if they lead to overall benefit.

(b) The Deontological Model
- Developed by Immanuel Kant
- Emphasizes duties, rules, and rights, regardless of consequences.
- Focuses on acting according to universal moral laws (categorical imperative).

Criticism: Can lead to rigid, impractical decision-making.

(c) The Virtue Ethics Model
- Rooted in Aristotle’s philosophy
- Focuses on moral character and virtues like honesty, courage, and compassion.
- Ethical behavior stems from cultivating good habits and character traits.

Criticism: Lacks clear guidance on resolving specific dilemmas.

(d) The Social Contract Model
- Developed by thinkers like Thomas Hobbes, John Locke, and Jean-Jacques Rousseau
- Ethics is based on mutual agreements in society for fairness and justice.
- Influences modern legal and political systems.

Criticism: Assumes individuals are always rational and fair.

(e) The Rights-Based Model

- Emphasizes human rights as the foundation for ethical decision-making.
- Derived from natural rights theory (Locke) and human rights discourse (UN Declaration of Human Rights).

Criticism: Conflicts arise when rights of different individuals clash.

Conclusion

Analyzing moral issues requires a structured approach that includes identifying the problem, gathering information, applying ethical theories, and making a justified decision. Different models offer unique perspectives on resolving ethical dilemmas, with each having strengths and weaknesses. A well-rounded approach integrates multiple models to make ethical decisions in complex situations.

Would you like me to refine or expand any section?

References

Beauchamp, T. L., & Childress, J. F. (2019). *Principles of Biomedical Ethics* (8th ed.). Oxford University Press.

Velasquez, M., Andre, C., Shanks, T., & Meyer, M. J. (2015). *Thinking Ethically: A Framework for Moral Decision Making*. Markkula Center for Applied Ethics.

Kant, I. (1785). *Groundwork of the Metaphysics of Morals*. Cambridge University Press (translated edition).

Mill, J. S. (1863). *Utilitarianism*. Hackett Publishing.

Rawls, J. (1971). *A Theory of Justice*. Harvard University Press.

MacIntyre, A. (1981). *After Virtue: A Study in Moral Theory*. University of Notre Dame Press.

Bentham, J. (1789). *An Introduction to the Principles of Morals and Legislation*.

Kant, I. (1785). *Groundwork of the Metaphysics of Morals*.

Aristotle (350 B.C.). *Nicomachean Ethics*.

VMC 222 Moral Issues and Concerns in Contemporary Living

Week 6: Various Models of Moral Issue Resolution

Discussion on the PLUS Ethical Decision-Making Model and the Rational or Rules Model (Forester-Miller & Davis, 1995)

Ethical decision-making models provide structured approaches to analyzing and resolving moral dilemmas. Two notable models are the PLUS Ethical Decision-Making Model and the Rational or Rules Model developed by Forester-Miller and Davis (1995). These models help professionals, especially in fields like counseling, business, and public administration, navigate complex ethical issues.

---

1. PLUS Ethical Decision-Making Model

The PLUS model, developed by Kenneth Blanchard and Norman Vincent Peale, is a structured approach to ethical decision-making that incorporates key ethical principles. The acronym PLUS stands for:

- P = Policies (Does the decision comply with organizational policies and laws?)
- L = Legal (Is the decision legal and within regulatory frameworks?)
- U = Universal (Does it align with universal ethical values such as fairness and respect?)
- S = Self (Does the decision align with personal and professional values?)

Steps in the PLUS Model

1. Define the Problem
    - Clearly identify the ethical dilemma and who it affects.
2. Seek Relevant Information
    - Gather all necessary data, laws, and policies related to the issue.
3. Evaluate the Options Using PLUS Filters
    - Check whether the decision aligns with Policies, Legal standards, Universal values, and Self-integrity.
4. Make the Decision
    - Choose the most ethical solution after applying the PLUS criteria.
5. Implement the Decision
    - Take action and ensure it is executed ethically.
6. Reflect and Learn
    - Assess the impact and determine if adjustments are needed.

Strengths of the PLUS Model

- Ensures that ethical considerations are applied consistently.
- Incorporates both organizational and personal ethics into decision-making.
- Helps in corporate and policy-based decision-making.

Criticism

- May not provide clear guidance in complex ethical dilemmas where multiple values conflict.
- Focuses more on corporate ethics and may not always fit personal or societal moral issues.

Reference:

Blanchard, K., & Peale, N. V. (1988). *The Power of Ethical Management*. William Morrow.

---

2. The Rational or Rules Model (Forester-Miller & Davis, 1995)

The Rational or Rules Model was developed by Holly Forester-Miller and Thomas Davis as a framework for ethical decision-making, particularly in counseling and psychology. This model is rule-based and follows a logical, step-by-step process grounded in ethical guidelines.

Steps in the Rational or Rules Model

1. Identify the Problem
    - Define the ethical issue and who is involved.
    - Differentiate between an ethical, legal, or clinical problem.
2. Apply the ACA (American Counseling Association) Code of Ethics
    - Review the professional ethical guidelines and rules relevant to the case.
3. Determine the Nature and Dimensions of the Dilemma
    - Identify stakeholders and their interests.
    - Recognize any cultural, legal, or professional factors that impact the decision.
4. Consider Possible Courses of Action
    - Generate multiple ethically justifiable options.
5. Evaluate Potential Consequences
    - Weigh the benefits and risks of each option.
    - Assess long-term implications on clients, society, and professional integrity.
6. Choose the Best Course of Action
    - Select the option that best aligns with ethical principles and professional guidelines.
7. Implement the Decision
    - Put the chosen action into effect.
    - Ensure that execution follows ethical and legal standards.
8. Reflect on the Outcome

- Assess whether the decision led to ethical and positive results.

Strengths of the Rational or Rules Model

- Provides clear, structured guidance for ethical decision-making.
- Emphasizes adherence to professional ethical codes (e.g., ACA, APA).
- Encourages rational and objective analysis of dilemmas.

Criticism

- May be too rigid in situations where ethical principles conflict.
- Lacks flexibility for personal moral reasoning beyond professional codes.

Reference:

Forester-Miller, H., & Davis, T. E. (1995). *A Practitioner's Guide to Ethical Decision Making*. American Counseling Association.

Conclusion

Both the PLUS Model and the Rational or Rules Model provide valuable approaches to ethical decision-making.

- The PLUS Model is widely used in business and policy decision-making, ensuring compliance with laws, policies, and ethical standards.
- The Rational or Rules Model is rules-based, making it useful in professional ethics, particularly in counseling and psychology.

Both models emphasize structured analysis, but they differ in application—the PLUS Model integrates organizational and universal ethics, while the Rational or Rules Model relies heavily on professional ethical guidelines. The choice of model depends on context, whether corporate ethics (PLUS) or professional ethical frameworks (Rational or Rules) are needed.

VMC 222 Moral Issues and Concerns in Contemporary Living
Week 6: Various Models of Moral Issue Resolution

Virtue Ethics Model (Jordan & Meara, 1995)

The Virtue Ethics Model, developed by Jordan and Meara (1995), is an ethical decision-making framework that emphasizes moral character, virtues, and integrity rather than simply following rules or calculating consequences. This model is particularly influential in counseling and psychology, where ethical dilemmas often involve complex human relationships and values.

---

1. Overview of Virtue Ethics

Virtue Ethics, originally developed by Aristotle, focuses on the moral character of individuals rather than on specific rules (Deontology) or consequences (Utilitarianism). It argues that ethical decision-making should be guided by virtues—such as honesty, integrity, compassion, and wisdom—rather than by rigid ethical codes alone.

Jordan and Meara (1995) extended this classical framework to professional ethics, particularly in psychology and counseling, where they emphasized that ethical professionals should embody virtues and make moral choices based on their character.

Reference:

Aristotle (350 B.C.). *Nicomachean Ethics*.

---

2. Key Virtues in the Model

Jordan and Meara identified four core virtues essential for ethical decision-making in professional practice:

1. Prudence (Practical Wisdom)
   - The ability to make sound judgments based on reflection and experience.
   - Ensures that decisions are well-thought-out rather than impulsive.
2. Integrity
   - Commitment to honesty and moral consistency.
   - Ensures professionals act according to ethical standards even when not being monitored.
3. Respectfulness
   - Demonstrates compassion and empathy towards clients and colleagues.
   - Recognizes the dignity and autonomy of individuals.
4. Benevolence (Doing Good)

- A commitment to helping others and promoting well-being.
- Encourages professionals to act in the best interest of their clients.

Reference:

Jordan, A. E., & Meara, N. M. (1995). *Ethics and the Professional Practice of Psychologists: The Role of Virtues and Principles*. Professional Psychology: Research and Practice, 26(3), 292-297.

---

3. Steps in the Virtue Ethics Decision-Making Process

Unlike rule-based models, the Virtue Ethics Model encourages professionals to consider their moral character and develop ethical sensitivity over time. The process includes:

Step 1: Cultivating Ethical Awareness

- Recognizing that ethical dilemmas require moral reflection rather than simply following rules.
- Developing self-awareness about one's values, biases, and virtues.

Step 2: Identifying the Ethical Issue

- Analyzing the moral dimensions of the situation.
- Determining which virtues are most relevant to resolving the dilemma.

Step 3: Considering the Character-Based Response

- Instead of merely asking "What is the rule?" or "What are the consequences?" ask:
  - *What would a virtuous person do in this situation?*
  - *Am I acting in accordance with my ethical values?*

Step 4: Consulting with Others

- Seeking guidance from mentors, ethical committees, or colleagues who exhibit strong moral character.
- Reflecting on whether the decision aligns with professional and personal virtues.

Step 5: Taking Action with Integrity

- Choosing the most ethical and compassionate course of action.
- Ensuring that the decision upholds professional virtues.

Step 6: Reflecting on the Decision

- Evaluating whether the decision enhanced moral growth and professional integrity.
- Identifying areas for personal and professional ethical improvement.

---

4. Strengths and Weaknesses of the Virtue Ethics Model

Strengths

 Focuses on moral character rather than just rules or consequences.
 Encourages professionals to develop ethical sensitivity over time.
 More flexible than rule-based models, allowing for contextual decision-making.
 Emphasizes personal growth and lifelong ethical learning.

Weaknesses

 Lacks clear decision-making rules, making it harder to apply in legal or policy-driven fields.
 Virtues can sometimes conflict with each other (e.g., honesty vs. compassion).
 Not always easy to measure or define moral character objectively.

---

5. Application of the Virtue Ethics Model

This model is particularly useful in fields that require human interaction and trust, such as:

- Counseling and Psychology → Helps therapists make compassionate, patient-centered ethical decisions.
- Healthcare → Encourages doctors and nurses to prioritize empathy, respect, and integrity.
- Business Ethics → Guides leaders in fostering ethical corporate cultures.

Example Scenario:

A psychologist has a client who reveals illegal activity during a session.

- A rule-based model (e.g., Deontology) might say report it immediately.
- A consequence-based model (Utilitarianism) might focus on societal safety.
- Virtue Ethics would encourage the psychologist to weigh honesty, respect, and prudence, considering both ethical obligations and the client’s well-being before making a decision.

---

6. Conclusion

The Virtue Ethics Model (Jordan & Meara, 1995) emphasizes moral character, integrity, and personal virtues over strict rules or calculated consequences. It encourages professionals to develop ethical wisdom and embody virtues in their decision-making processes. While it provides flexibility and emphasizes moral growth, its lack of rigid rules can sometimes make it difficult to apply in structured legal or policy-driven environments.

VMC 222 Moral Issues and Concerns in Contemporary Living
Week 6: Various Models of Moral Issue Resolution

Social Constructivism Model (Cottone, 2001)
The Social Constructivism Model, developed by R. Rocco Cottone (2001), is an ethical decision-making framework that challenges traditional individualistic approaches to ethics. Instead of viewing ethical dilemmas as problems to be solved through personal reasoning alone, this model emphasizes that ethical decisions emerge from social interactions and negotiations among people. It is particularly useful in fields such as counseling, psychology, and social work, where ethical decisions are often influenced by cultural and social contexts.

---

1. Overview of Social Constructivism in Ethics
Social Constructivism is based on the idea that:

- Ethical principles are socially constructed rather than absolute truths.
- Morality is shaped through relationships, dialogue, and cultural context.
- Ethical decision-making is a collaborative process rather than an individualistic one.

Cottone (2001) applied this concept to professional ethics, arguing that ethical dilemmas should be resolved through social discourse and consensus-building, rather than relying solely on logic, rules, or personal values.
Reference:
Cottone, R. R. (2001). *A Social Constructivism Model of Ethical Decision Making in Counseling*. Journal of Counseling & Development, 79(1), 39-45.

---

2. Core Principles of the Social Constructivism Model
Cottone's model is built on four key principles that distinguish it from traditional ethical models:

1. Reality is Socially Constructed
    - Ethical truths are not fixed but are shaped through social interactions and cultural influences.
2. Decision-Making Occurs in Relationships
    - Ethical decisions should be made through dialogue, negotiation, and consensus rather than individual reasoning alone.
3. Truth is Determined by Social Agreement
    - Morality is established through shared understandings among groups, rather than through objective principles.
4. Ethical Dilemmas are Resolved through Negotiation
    - Ethical conflicts should be approached as collaborative discussions where different perspectives are respected and integrated.

---

3. Steps in the Social Constructivism Ethical Decision-Making Process
Step 1: Recognizing the Ethical Conflict

- Identify the ethical dilemma and acknowledge the social nature of the problem.
- Accept that ethical solutions must be negotiated with others rather than decided individually.

Step 2: Engaging in Social Discourse

- Discuss the dilemma with relevant stakeholders (clients, colleagues, supervisors, ethical committees, etc.).
- Gather diverse perspectives, experiences, and cultural viewpoints.

Step 3: Negotiating a Shared Understanding

- Ethical decisions emerge through dialogue, compromise, and consensus-building.
- Instead of relying on personal moral reasoning, collaborate to find a solution that respects all viewpoints.

Step 4: Reaching an Agreement

- The best ethical decision is the one that gains the most social support and acceptance among those involved.
- Ethical "truths" are fluid and adaptable, changing with cultural norms and group consensus.

Step 5: Implementing the Decision and Evaluating its Impact

- Put the socially agreed-upon solution into action.
- Continue ongoing discussions to assess whether the decision remains ethical over time.

4. Strengths and Weaknesses of the Social Constructivism Model

Strengths

 Emphasizes cultural sensitivity → Encourages ethical decisions based on diverse perspectives and avoids cultural bias.
 Encourages collaboration → Decisions are made collectively, reducing ethical isolation.
 Realistic approach → Recognizes that ethical decisions are often influenced by social and professional norms.
 Flexible and adaptive → Ethics evolve as social values change, making the model applicable in dynamic environments.

Weaknesses

 Lack of universal principles → Since morality is socially constructed, there is no single "right" answer, which can lead to ethical relativism.
 Potential power imbalances → Decisions might be influenced by those with more authority or influence, rather than being truly fair.
 Time-consuming → Engaging in dialogue and negotiation takes more time compared to rule-based models.

---

5. Application of the Social Constructivism Model

This model is particularly effective in professions where ethical decisions are complex and socially influenced, such as:

- Counseling and Psychology → Helps resolve therapist-client ethical conflicts by involving supervisors, ethics boards, and professional networks.
- Healthcare → Useful in medical ethics committees where group discussions determine the best course of action for patients.
- Business and Public Policy → Helps organizations make ethically responsible decisions by consulting stakeholders.

Example Scenario:

A counselor learns that a teenage client is engaging in risky behavior but has promised confidentiality.

- A rule-based model (Deontology) might say to break confidentiality immediately.
- A consequence-based model (Utilitarianism) might weigh harm reduction against client trust.
- Social Constructivism would suggest consulting supervisors, the client, legal experts, and ethics boards to determine the most ethical action based on collective agreement.

---

6. Conclusion

The Social Constructivism Model (Cottone, 2001) is a collaborative, relationship-centered approach to ethical decision-making. It challenges the notion of fixed ethical truths and instead promotes negotiation, dialogue, and social agreement. While it is particularly useful in culturally diverse and complex ethical situations, its lack of universal principles can make it difficult to apply in cases requiring immediate, decisive action.

VMC 222 Moral Issues and Concerns in Contemporary Living
Week 6: Various Models of Moral Issue Resolution

Collaborative Model (Davis, 1997)
The Collaborative Model, developed by Davis (1997), is an ethical decision-making framework that emphasizes joint problem-solving, shared responsibility, and teamwork in resolving ethical dilemmas. This model recognizes that ethical issues are often complex and multidimensional, requiring input from multiple stakeholders rather than being resolved by an individual alone.
The key idea behind this model is that ethical decisions should be made cooperatively, ensuring that all perspectives are considered and a solution is reached through dialogue and consensus-building.

---

1. Core Principles of the Collaborative Model
Davis (1997) emphasized several key principles in the collaborative ethical decision-making process:

1. Shared Responsibility
    - Ethical decision-making is not the responsibility of a single individual but a collective effort.
    - Encourages active participation from all stakeholders involved in the issue.
2. Open Communication
    - Ethical discussions should be transparent, honest, and inclusive.
    - Allows different perspectives to be heard, reducing bias in decision-making.
3. Mutual Respect and Trust
    - Encourages understanding and respect for different viewpoints.
    - Builds trust among team members and stakeholders.
4. Consensus-Based Decision-Making

    - The best ethical decisions emerge through group discussions and agreements rather than individual judgment.
    - Avoids autocratic decision-making in ethical dilemmas.
5. Flexibility and Adaptability
    - Recognizes that ethical decisions are not always clear-cut and may need ongoing adjustments.
    - Encourages a continuous review process to refine ethical solutions.

Reference:

Davis, M. (1997). *Developing and Using Cases to Teach Practical Ethics*. Teaching Philosophy, 20(4), 353-385.

---

2. Steps in the Collaborative Ethical Decision-Making Process

Step 1: Identifying the Ethical Dilemma

- Clearly define the ethical issue and the stakeholders involved.
- Recognize that no single person has all the answers—collaboration is necessary.

Step 2: Gathering Relevant Information

- Collect all necessary facts, perspectives, and ethical guidelines related to the issue.
- Ensure that stakeholders have access to the same information to make informed decisions.

Step 3: Engaging in Discussion and Negotiation

- Organize meetings, discussions, or ethical committees to deliberate on the issue.
- Encourage open dialogue where everyone’s voice is heard.

Step 4: Evaluating Possible Solutions

- Consider different courses of action, weighing their ethical implications, risks, and benefits.
- Use ethical principles like justice, fairness, and responsibility to assess options.

Step 5: Reaching a Consensus-Based Decision

- Aim for a mutual agreement rather than imposing a decision from a position of authority.
- Compromise may be necessary, but ethical integrity should not be sacrificed.

Step 6: Implementing and Monitoring the Decision

- Put the decision into action, ensuring ongoing communication and review.
- Adapt and modify the decision if needed based on feedback and new developments.

---

3. Strengths and Weaknesses of the Collaborative Model

Strengths

 Encourages teamwork and inclusivity → Reduces ethical bias and individual errors.
 Promotes ethical transparency → Decisions are made openly, increasing trust.
 Enhances problem-solving → Multiple perspectives lead to well-rounded solutions.
 Flexible and adaptable → Allows for continuous revision of ethical decisions.

Weaknesses

 Time-consuming → Reaching consensus requires lengthy discussions and deliberations.
 Potential for conflict → Differing opinions may cause disagreements or slow down decision-making.
 Influence of power dynamics → If some voices are more dominant, the process may not be truly collaborative.

---

4. Application of the Collaborative Model

The Collaborative Model is especially useful in professional settings where ethical decisions affect multiple parties, such as:

- Healthcare Ethics → Used in medical ethics committees where doctors, nurses, patients, and families collectively decide on treatment options.
- Business and Corporate Ethics → Encourages organizations to involve employees, stakeholders, and customers in ethical decision-making.
- Counseling and Social Work → Helps counselors collaborate with clients, supervisors, and ethical boards to resolve ethical concerns.

Example Scenario:

A hospital must decide whether to continue life support for a critically ill patient.

- A rule-based model (Deontology) might strictly follow hospital policies.
- A consequence-based model (Utilitarianism) might weigh the costs vs. benefits of keeping the patient alive.

- The Collaborative Model would involve doctors, nurses, the patient’s family, and legal experts in a discussion to find the most ethical and compassionate decision.

---

5. Conclusion

The Collaborative Model (Davis, 1997) highlights the importance of teamwork, transparency, and shared ethical responsibility in decision-making. Instead of relying on one person’s judgment, it ensures that diverse perspectives contribute to ethical choices. While consensus-building can be time-consuming, this model fosters fairness, inclusivity, and trust, making it highly valuable in fields like healthcare, business, and counseling.

VMC 222 Moral Issues and Concerns in Contemporary Living
Week 6: Various Models of Moral Issue Resolution

Integrative Decision-Making Model (Tarvydas, 1998)

The Integrative Model, developed by Vilia Tarvydas (1998), is a structured approach to ethical decision-making that integrates multiple ethical theories and frameworks. It is particularly influential in counseling, psychology, and rehabilitation counseling, providing a step-by-step guide for professionals to navigate ethical dilemmas effectively.

The model is called "integrative" because it combines ethical principles, professional standards, and collaborative processes, ensuring that decisions are both practically sound and morally justified.

---

1. Core Principles of the Integrative Model

Tarvydas (1998) emphasized four key principles that guide ethical decision-making:

1. Integration of Personal and Professional Ethics
    - Ethical decision-making should balance personal values and professional ethical codes.
2. Collaboration and Consultation
    - Ethical dilemmas should be addressed through dialogue with colleagues, supervisors, and stakeholders.
3. Consideration of Contextual Factors
    - Ethical decisions must take into account cultural, social, legal, and situational factors.
4. Reflection and Continuous Evaluation
    - Ethical decision-making is not a one-time event but an ongoing reflection and revision process.

Reference:
Tarvydas, V. M. (1998). *Ethical Decision Making Processes in Counseling and Rehabilitation*. Rehabilitation Counseling Bulletin, 42(1), 50-63.

---

2. The Four-Stage Process of the Integrative Model

Tarvydas structured the ethical decision-making process into four distinct stages, ensuring that professionals analyze, consult, decide, and evaluate their choices.

Stage 1: Interpreting the Situation and Awareness of the Ethical Dilemma
 Identify the ethical dilemma and define the problem.
 Recognize any conflicts between ethical principles, personal values, and professional obligations.
 Consider legal, cultural, and organizational factors influencing the situation.
 Example: A counselor is asked to break client confidentiality due to a court order.

Stage 2: Formulating an Ethical Course of Action
 Gather relevant information (laws, ethical codes, best practices).
 Identify possible courses of action and their ethical implications.
 Consult colleagues, ethics boards, or legal experts if necessary.
 Example: The counselor reviews legal policies, consults the ethics board, and considers the client's rights versus legal requirements.

Stage 3: Selecting and Planning an Ethical Action

 Choose the most ethical, legal, and practical course of action.
 Develop a clear implementation plan, considering potential risks and consequences.
 Communicate the decision with transparency and sensitivity.
 Example: The counselor prepares a step-by-step plan to comply with legal requirements while minimizing harm to the client.

Stage 4: Evaluating the Decision and Its Outcomes
 Assess whether the decision achieved ethical and professional integrity.
 Reflect on lessons learned and identify areas for ethical improvement.
 Consider ongoing adjustments based on feedback.
 Example: After following the decision, the counselor reflects on the process, discusses improvements with colleagues, and updates professional practices.

---

3. Strengths and Weaknesses of the Integrative Model
Strengths
 Comprehensive and systematic → Ensures that all ethical, legal, and professional factors are considered.
 Encourages collaboration → Prevents biased decision-making by promoting consultation and teamwork.
 Practical and adaptable → Can be applied across various professional settings.
 Ongoing ethical reflection → Helps professionals learn and improve over time.
Weaknesses
 Time-consuming → The structured process may be too slow for urgent ethical dilemmas.
 Requires external consultation → Access to ethics boards or experts may not always be available.
 Potential for disagreement → Different stakeholders may have conflicting views on the best ethical action.

---

4. Application of the Integrative Model
This model is particularly useful in professions where ethical dilemmas involve multiple factors, such as:

- Counseling and Psychology → Helps counselors balance client confidentiality, legal obligations, and professional ethics.
- Healthcare and Rehabilitation → Ensures that medical professionals consider patient rights, legal policies, and ethical guidelines.
- Business and Leadership Ethics → Encourages ethical leaders to analyze risks, consult teams, and reflect on long-term impacts.

Example Scenario:
A counselor working with a minor learns that the client is engaging in self-harm but does not want their parents to know.
 Stage 1: Recognize the conflict between client confidentiality and duty to protect the client’s safety.
 Stage 2: Consult ethical guidelines (e.g., ACA Code of Ethics), discuss with a supervisor, and explore legal requirements.
 Stage 3: Choose the best course of action (e.g., informing the parents with the least harm possible).
 Stage 4: Evaluate whether the decision protected the client while respecting ethical responsibilities.

---

5. Conclusion
The Integrative Model (Tarvydas, 1998) provides a structured, step-by-step approach to ethical decision-making, ensuring that professionals consider multiple ethical frameworks, consult others, and continuously reflect on their decisions. While it is highly comprehensive and collaborative, it can also be time-consuming and challenging in situations that require immediate action.